GOVERNMENT OF INDIA
COMMUNICATIONS
LOK SABHA

UNSTARRED QUESTION NO:3450
ANSWERED ON:22.03.2017
Grameen Dak Sevaks
Bidhuri Shri Ramesh;Kaswan Shri Rahul;Majhi Shri Balabhadra;Sahu Shri Tamradhwaj

Will the Minister of COMMUNICATIONS be pleased to state:

(a) the total number of postal circles in the country and the number of GPOs, SPOs and EDBOs functioning under these circles alongwith number of these post offices located in rural and urban regions separately;

(b) the number of post offices manned by Grameen Dak Sevaks (GDSs) State/UT-wise alongwith the details about the monthly salary of the GDS;

(c) whether Grameen Dak Sevaks (GDSs) are eligible for pension like other Government employees and if not, the reasons therefor;

(d) whether Government is contemplating to constitute any Committee to look into the salary structure and other service matters of Grameen Dak Sevaks and if so, the details thereof;

(e) whether the said committee has submitted its said report and if so, the salient features of the said report; and

(f) the time by which it is likely to be implemented?

Answer

THE MINISTER OF STATE (IC) OF THE MINISTRY OF COMMUNICATIONS &
MINISTER OF STATE IN THE MINISTRY OF RAILWAYS
(SHRI MANOJ SINHA)

(a) Madam, the total number of Postal Circles in the country is 23. The total number of GPOs is 24, the total number of Sub Post Offices (SPOs) is 24753, the total number of Extra Departmental Branch Offices (EDBOs) is 129346. The details of these post offices rural and urban regions wise is enclosed at Annexure-I.

(b) The number of post offices which are manned by Gramin Dak Sewaks (GDS) is given in the Annexure-II. Details of the monthly wages admissible to various categories of Gramin Dak Sewaks are given in the Annexure-III.

(c) No, Madam. The legal status of the Gramin Dak Sevaks as held in 1977 by Apex Court is that they are holders of the civil posts outside the regular civil service. Being a distinct and separate category, CCS (Pension) Rules, 1972 are not applicable in the case of Gramin Dak Sevaks (GDS).

(d) Yes, Madam. To examine the system of Branch Post Offices, engagement conditions, existing structure of allowances and all other welfare issues pertaining to Gramin Dak Sevaks, a one-man Committee under the Chairmanship of Shri Kamlesh Chandra, Retired Member Postal Services Board was set up.

(e) Yes, Madam. The committee has submitted its report. The salient feature of the report is given in the Annexure-IV.

(f) The recommendations of the committee are being examined by the Department of Posts. No timeline is specified to implement the recommendations of the Committee.

Annexure-I
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DISTRIBUTION OF RURAL AND URBAN POST OFFICES AS ON 31.03.2016
(in number)

Circles	Departmental Post Office			Gramin Dak Sewak Post Office			Total Post Office		
	Head Post Office	Sub Post Office	Total	ED Sub Post Office	ED Branch Post Office	Total			
	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban	Total
Andhra Pradesh	4	55	59	944	581	1525	948	636	1584
Assam	0	19	19	385	221	606	385	240	625
Bihar	0	32	32	637	386	1023	637	418	1055
Chhattisgarh	0	10	10	99	239	338	99	249	348
Delhi	0	12	12	6	389	395	6	401	407
Gujarat	0	34	34	644	663	1307	644	697	1341
Haryana	0	16	16	177	309	486	177	325	502

Circles									
	Rural	Urban	Total	Rural	Urban	Total	Rural	Urban	Total
Andhra Pradesh	0	0	0	8594	144	8738	8594	144	8738
Assam	0	0	0	3246	141	3387	3246	141	3387
Bihar	0	0	0	7936	46	7982	7936	46	7982
Chhattisgarh	0	0	0	2789	20	2809	2789	20	2809
Delhi	0	0	0	78	69	147	78	69	147
Gujarat	0	0	0	7524	118	7642	7524	118	7642
Haryana	0	0	0	2138	44	2182	2138	44	2182

Circles			
	Rural	Urban	Total
Andhra Pradesh	9542	780	10322
Assam	3631	381	4012
Bihar	8573	464	9037
Chhattisgarh	2888	269	3157
Delhi	84	470	554
Gujarat	8168	815	8983
Haryana	2315	369	2684

Himachal Pradesh 3 15 18 353 97 450 356 112 468 0 0 0 2310 7 2317 2310 7 2317 2666 119 2785
Jammu & Kashmir 0 9 9 94 163 257 94 172 266 0 0 0 1409 26 1435 1409 26 1435 1503 198 1701
Jharkhand 0 13 13 229 218 447 229 231 460 0 0 0 2610 39 2649 2610 39 2649 2839 270 3109
Karnataka 0 58 58 839 815 1654 839 873 1712 0 0 0 7770 181 7951 7770 181 7951 8609 1054 9663
Kerala 6 45 51 977 480 1457 983 525 1508 0 0 0 3224 335 3559 3224 335 3559 4207 860 5067
Madhya Pradesh 0 43 43 327 658 985 327 701 1028 0 0 0 7148 110 7258 7148 110 7258 7475 811 8286
Maharashtra 1 60 61 1031 1124 2155 1032 1184 2216 0 0 0 10538 105 10643 10538 105 10643 11570 1289 12859
North East 0 9 9 186 142 328 186 151 337 0 0 0 2500 86 2586 2500 86 2586 2686 237 2923
Odisha 0 35 35 666 500 1166 666 535 1201 1 0 1 6906 61 6967 6907 61 6968 7573 596 8169
Punjab 0 22 22 328 416 744 328 438 766 0 0 0 3081 14 3095 3081 14 3095 3409 452 3861
Rajasthan 1 47 48 722 570 1292 723 617 1340 0 0 0 8952 26 8978 8952 26 8978 9675 643 10318
Tamil Nadu 0 94 94 1330 1406 2736 1330 1500 2830 0 0 0 8945 356 9301 8945 356 9301 10275 1856 12131
Telangana 1 35 36 433 392 825 434 427 861 0 0 0 4815 159 4974 4815 159 4974 5249 586 5835
Uttarakhand 0 13 13 197 182 379 197 195 392 0 0 0 2315 14 2329 2315 14 2329 2512 209 2721
Uttar Pradesh 0 72 72 877 1602 2479 877 1674 2551 0 0 0 14852 259 15111 14852 259 15111 15729 1933 17662
West Bengal 0 47 47 681 1038 1719 681 1085 1766 0 0 0 7096 209 7305 7096 209 7305 7777 1294 9071
Total 16 795 811 12162 12591 24753 12178 13386 25564 1 0 1 126776 2569 129345 126777 2569 129346 138955 15955 154910
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Annexure-II
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STATE WISE LIST OF NUMBER OF POST OFFICES MANNED BY GRAMIN DAK SEWAKS

Sl. No. Name of the State Number of Post Offices manned by Gramin Dak Sewaks

1 Andhra Pradesh 8738
2 Arunachal Pradesh 253
3 Assam 3387
4 Bihar 7982
5 Chhattisgarh 2809
6 Delhi 147
7 Goa 153
8 Gujarat 7596
9 Haryana 2182
10 Himachal Pradesh 2317
11 Jammu & Kashmir 1435
12 Jharkhand 2649
13 Karnataka 7951
14 Kerala 3558
15 Madhya Pradesh 7258
16 Maharashtra 10490
17 Manipur 645
18 Meghalaya 423
19 Mizoram 350
20 Nagaland 287
21 Odisha 6968
22 Punjab 3087
23 Rajasthan 8978
24 Sikkim 186
25 Tamil Nadu 9241
26 Telangana 4974
27 Tripura 628
28 Uttar Pradesh 15111
29 Uttarakhand 2329
30 West Bengal 7046

UNION TERRITORY WISE LIST OF NUMBER OF POSTOFFICES MANNED BY
GRAMIN DAK SEWAKS
SL. No. Name of the Union Territory Number of Post Offices manned by Gramin Dak Sewaks
1 Andaman and Nicobar 73
2 Chandigarh 08
3 Daman and Diu 12
4 Dadar and Nagar Haveli 34
5 Lakshdweep 01
6 Puducherry 60
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Contdâ€¦.5/-

Annexure-III

DETAILS OF THE MONTHLY WAGES ADMISSIBLE TO VARIOUS CATEGORIES OF GRAMIN DAK SEVAKS

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S.No. Category of Gramin Dak Sevaks Time Related Continuity Allowance Work load in hours
1 GDS Sub Postmaster Rs. 4575-85-7125 4 - 5 hours
2 GDS Branch Postmaster

Rs 2745-50-4245 Up to 3 hours work
Rs 3200-60-5000 More than 3 hours up to 3 hrs.30 min
Rs 3660-70-5760 Up to4 hours.
Rs 4115-75-6365 More than
4 hours up to
4 hour 30 min
Rs. 4575-85-7125
More than
4.hrs 30 min up to 5 hours
3 GDS Mail deliverer/
Stamp
vendor Rs 2665-50-4165
For work up to 3 hrs for new entrants

Rs 3330-60-5130
For Work load Up to 3 hours 45 minutes
Rs 4220-75-6470 More than 3 hours 45 minutes up to 5 hours
4 GDS Mail Carrier/
Packer/ Mailman Rs 2295-45-3695 For work up to 3 hrs for new entrants
Rs2870-50-4370 More than 3 hrs up to 3 hrs 45 min
Rs 3635-65-5585 More than 3 hours 45 minutes up to 5 hours.
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Annexure-IV

Salient features of the Report

o The old system of payment of Time Related Continuity Allowance (TRCA) is dispensed with and replaced with a new wage payment system. Under the new wage payment system, 11 TRCA slabs are subsumed into 3 Wage Scales with two Levels each for BPMs and for other than BPMs. One wage scale would be common for both the categories of GDSs.

o The minimum working hours of GDS Post Offices and GDSs are increased to 4 hours from 3 hours.

o The new working hours for GDS Post Offices will be 4 hours and 5 hours only.

o The Level 1 GDS Post Offices / GDSs will have 4 hours as working hours and Level − 2 will have 5 hours as working hours.

o The Point System for assessment of workload of BPMs has been abolished.

o The new wage payment system is linked to revenue generation of GDS Post Offices. Under the new system, there will be no increase in wages of BPMs from Level -1 to Level -2 on the basis of workload but the same will be increased based on achievement of prescribed revenue norms which is fixed at 100% for normal areas and 50% for special areas.

o The GDS Post Offices not achieving the prescribed revenue norm within the given working hours will have to open GDS Post Offices for minimum of additional 30 minutes beyond the prescribed working hours.

o The GDS BPMs will be paid Revenue Linked Allowance @10% beyond level-2 wage scale if they will be successful in achieving revenue beyond prescribed norms

o The GDS Post Offices has been categorized into A, B; C and D categories based on the revenue generation norms. The GDS Post Office in A category will achieve 100% revenue norm. The Committee has recommended a set of actions for each category of GDS Post Offices.

o The six approved categories of GDSs are subsumed into two categories only. One category will be Branch Post Master and all other 5 categories of GDSs are subsumed into one Multi Tasking Category.

o The GDSs working in the GDS Post Offices will be known as Assistant Branch Post Master (ABPMs) and those working in the Departmental Post Offices will be known as Dak Sevak (DS).

o The minimum wage has been increased to Rs. 10000/- per month and maximum pay to Rs. 35480/- per month.

o The rate of annual increase is recommended as 3%.

o A Composite Allowance comprising of support for hiring accommodation for GDS Post Offices as well as mandatory residence,

office maintenance, mobile and electricity usage charges etc. has been introduced for the first time.

o Children Education Allowance @Rs. 6000/- per child per annum has been introduced for GDSs.

o Risk & Hardship Allowance @Rs. 500/- per month for GDS working in the special areas has also been introduced.

o A Financial upgradation has been introduced at 12 years, 24 years and 36 years of services in form of two advance additional annual increases.

o The Ceiling of ex-gratia gratuity has been increased from Rs. 60,000 to Rs. 5,00,000

o The GDS Contribution for Service Discharge Benefit Scheme (SDBS) should be enhanced maximum up to 10% and minimum up to 3% of the basic wage per month, whereas the Department should contribute a fixed contribution of 3% of the basic wage of the GDSs.

o The coverage of GDS Group Insurance Scheme has been enhanced from Rs. 50000/- to Rs. 5,00,000/

o The contribution of Department in Circle Welfare Fund (CWF) has been increased from Rs. 100/ per annum to Rs. 300/ per annum.

o The scope of CWF is extended to cover immediate family members such as spouse; daughters, sons and dependent daughters in law in the scheme.

o The Committee also recommended 10% hike in the prescribed limits of financial grants and assistances in the Circle Welfare Funds.

o The Committee has recommended addition of Rs. 10,000/ for purchase of Tablet / Mobile from the Circle Welfare in the head "Financial Assistance of Fund by way of loans with lower rate of interest (5%)".

o Provision of 26 weeks of Maternity Leave for women GDS has been recommended.

o The wages for the entire period of Maternity Leave is recommended to be paid from salary head from where wages of GDSs are paid.

o The Committee has also recommended one week of paternity leave.

o Leave accumulation and encashment facility up to 180 days has been introduced.
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o Online system of engagement has been recommended.

o Alternate livelihood condition for engagement of GDSs has been relaxed.

o Voluntary Discharge scheme has been recommended.

o The Discharge age has been retained at 65 years.

o The Limited Transfer Facility has been relaxed from 1 time to 3 times for male GDSs. There will be no restriction on number of chances for transfer of women GDSs. The powers for transfer has been delegated to the concerned Divisional head.

o The ex-gratia payment during put off period should be revised to 35% from 25% of the wage and DA drawn immediately before put off.

o The Committee has recommended preferring transfer before put off duty.

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